

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF STAMFORD, SMITH HOUSE

AND

NEW ENGLAND HEALTH CARE EMPLOYEES UNION,
DISTRICT 1199, AFL-CIO

July 1, 2009 - June 30, 2012

AGREEMENT
BETWEEN THE CITY OF STAMFORD
AND NEW ENGLAND HEALTH CARE EMPLOYEES UNION,
DISTRICT 1199, SEIU

This Agreement is by and between the City of Stamford (City) and New England Health Care Employees Union, District 1199 (Union).

The parties hereto agree to rescind the Agreement entered into on September 23, 2008, and replace it with the following modifications to the Collective Bargaining Agreement dated July 1, 2005 to June 30, 2009:

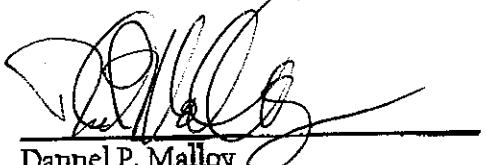
1. The City and the Union agree to enter into a successor Collective Bargaining Agreement dated July 1, 2009 and ending June 30, 2012.
2. Effective July 1, 2009, there shall be a general wage increase of zero percent (0%). In addition, there shall be no step increases for the term July 1, 2009 to June 30, 2010.
3. Effective July 1, 2010, there shall be a general wage increase of two percent (2%). There shall be step increases for the term July 1, 2010 to June 30, 2011.
4. Effective July 1, 2011, there shall be a general wage increase of three percent (3%). There shall be step increases for the term July 1, 2011 to June 30, 2012.
5. The employee contribution for health insurance shall remain at eleven percent (11%) pursuant to the terms of Article 17, Section H of the Collective Bargaining Agreement of July 1, 2005 to June 30, 2009. This percentage shall stay in effect for the duration of the Agreement and is agreed to as a direct result of the Union agreeing to accept a zero percent (0%) wage increase and no step increases for the period July 1, 2009 to June 30, 2010.
6. Article 31, Subcontracting/Privatization, shall be amended to read in Section A, "During the life of this Agreement, no full time or part-time permanent employee shall be laid off. In addition, the City agrees that there shall be no privatization or contracting out of the Smith House Health Care Center." Section B shall be amended to read", Sunset Clause: The provisions of this Article expire automatically on June 30, 2012.
7. All other terms and conditions of the collective bargaining agreement shall remain unchanged.

This Agreement shall be in full force and effect for the period commencing on July 1, 2009 and ending at 12:01 a.m. on June 30, 2012.


The parties agree to jointly enter discussions relative to a renewal of this Agreement no later than five (5) months prior to the termination of this Agreement.

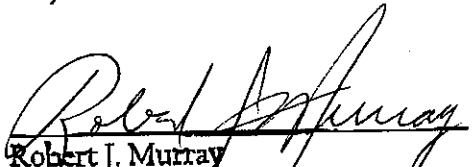
IN WITNESS WHEREOF, the parties set their hands on this 23 day of November, 2009.

FOR THE CITY OF STAMFORD


Dannel P. Malloy
Mayor

FOR THE NEHCEU/DISTRICT 1199


Carmen E. Boudrey, President


Robert J. Murray
Assistant Director of Human Resources

1199 Salary Schedule
2009/2010
No Wage Increase

2009/2010

35 Hour Week

37.5 Hour Week

				Weekly Pension		Weekly Pension
		Hourly Rate	Annual Rate	Contribution	Annual Rate	Contribution
				3%		3%
W-02						
Dishwasher	A	\$15.6423	\$28,469	\$16.42	\$30,503	\$17.60
Housekeeping Aide	B	\$16.3079	\$29,680	\$17.12	\$31,800	\$18.35
Laundry Aide	C	\$16.9996	\$30,939	\$17.85	\$33,149	\$19.12
	D	\$17.7233	\$32,256	\$18.61	\$34,560	\$19.94
	E	\$18.4767	\$33,628	\$19.40	\$36,030	\$20.79
W-03						
Nursing Assistant	A	\$16.5237	\$30,073	\$17.35	\$32,221	\$18.59
	B	\$17.2250	\$31,350	\$18.09	\$33,589	\$19.38
	C	\$17.9574	\$32,682	\$18.86	\$35,017	\$20.20
	D	\$18.7203	\$34,071	\$19.66	\$36,504	\$21.06
	E	\$19.5159	\$35,519	\$20.49	\$38,056	\$21.96
W-04						
Dietary Aide	A	\$17.4754	\$31,805	\$18.35	\$34,077	\$19.66
Recreation Program Facilitator	B	\$18.2175	\$33,156	\$19.13	\$35,524	\$20.49
	C	\$18.9915	\$34,565	\$19.94	\$37,033	\$21.37
	D	\$19.7994	\$36,035	\$20.79	\$38,609	\$22.27
	E	\$20.6403	\$37,565	\$21.67	\$40,248	\$23.22
W-06						
Nursing Assistant II	A	\$19.6182	\$35,705	\$20.60	\$38,255	\$22.07
Custodian	B	\$20.4522	\$37,223	\$21.47	\$39,882	\$23.01
	C	\$21.3206	\$38,804	\$22.39	\$41,575	\$23.99
	D	\$22.2272	\$40,454	\$23.34	\$43,343	\$25.01
	E	\$23.1721	\$42,173	\$24.33	\$45,186	\$26.07
W-07						
Office Support Specialist	A	\$20.8248	\$37,901	\$21.87	\$40,608	\$23.43
	B	\$21.7098	\$39,512	\$22.80	\$42,334	\$24.42
	C	\$22.6322	\$41,191	\$23.76	\$44,133	\$25.46
	D	\$23.5942	\$42,941	\$24.77	\$46,009	\$26.54
	E	\$24.5971	\$44,767	\$25.83	\$47,964	\$27.67
W-08						
Account Clerk II	A	\$22.1318	\$40,280	\$23.24	\$43,157	\$24.90
	B	\$23.0734	\$41,994	\$24.23	\$44,993	\$25.96
	C	\$24.0537	\$43,778	\$25.26	\$46,905	\$27.06
	D	\$25.0755	\$45,637	\$26.33	\$48,897	\$28.21
	E	\$26.1426	\$47,580	\$27.45	\$50,978	\$29.41
W-09						
Cook	A	\$23.5500	\$42,861	\$24.73	\$45,923	\$26.49
	B	\$24.5521	\$44,685	\$25.78	\$47,877	\$27.62
	C	\$25.5958	\$46,584	\$26.88	\$49,912	\$28.80
	D	\$26.6836	\$48,564	\$28.02	\$52,033	\$30.02
	E	\$27.8164	\$50,626	\$29.21	\$54,242	\$31.29
W-10						
Executive Secretary	A	\$25.0912	\$45,666	\$26.35	\$48,928	\$28.23
Head Custodian I	B	\$26.1574	\$47,606	\$27.47	\$51,007	\$29.43
L.P.N.	C	\$27.2694	\$49,630	\$28.63	\$53,175	\$30.68
	D	\$28.4292	\$51,741	\$29.85	\$55,437	\$31.98
	E	\$29.6367	\$53,939	\$31.12	\$57,792	\$33.34

1199 Salary Schedule
2010/2011
2% Wage Increase

2010/2011

35 Hour Week

37.5 Hour Week

			<u>Weekly Pension</u>		<u>Weekly Pension</u>	
			<u>Annual Rate</u>	<u>Contribution</u>	<u>Annual Rate</u>	<u>Contribution</u>
				3%		3%
<u>W-02</u>						
Dishwasher	A	\$15.9551	\$29,038	\$16.75	\$31,113	\$17.95
Housekeeping Aide	B	\$16.6341	\$30,274	\$17.47	\$32,436	\$18.71
Laundry Aide	C	\$17.3396	\$31,558	\$18.21	\$33,812	\$19.51
	D	\$18.0778	\$32,902	\$18.98	\$35,252	\$20.34
	E	\$18.8462	\$34,300	\$19.79	\$36,750	\$21.20
<u>W-03</u>						
Nursing Assistant	A	\$16.8542	\$30,675	\$17.70	\$32,866	\$18.96
	B	\$17.5695	\$31,976	\$18.45	\$34,261	\$19.77
	C	\$18.3165	\$33,336	\$19.23	\$35,717	\$20.61
	D	\$19.0947	\$34,752	\$20.05	\$37,235	\$21.48
	E	\$19.9062	\$36,229	\$20.90	\$38,817	\$22.39
<u>W-04</u>						
Dietary Aide	A	\$17.8249	\$32,441	\$18.72	\$34,759	\$20.05
Recreation Program Facilitator	B	\$18.5819	\$33,819	\$19.51	\$36,235	\$20.90
	C	\$19.3713	\$35,256	\$20.34	\$37,774	\$21.79
	D	\$20.1954	\$36,756	\$21.21	\$39,381	\$22.72
	E	\$21.0531	\$38,317	\$22.11	\$41,054	\$23.68
<u>W-06</u>						
Nursing Assistant II	A	\$20.0109	\$36,420	\$21.01	\$39,021	\$22.51
Custodian	B	\$20.8612	\$37,967	\$21.90	\$40,679	\$23.47
	C	\$21.7470	\$39,580	\$22.83	\$42,407	\$24.47
	D	\$22.6717	\$41,263	\$23.81	\$44,210	\$25.51
	E	\$23.6355	\$43,017	\$24.82	\$46,089	\$26.59
<u>W-07</u>						
Office Support Specialist	A	\$21.2413	\$38,659	\$22.30	\$41,421	\$23.90
	B	\$22.1440	\$40,302	\$23.25	\$43,181	\$24.91
	C	\$23.0848	\$42,014	\$24.24	\$45,015	\$25.97
	D	\$24.0661	\$43,800	\$25.27	\$46,929	\$27.07
	E	\$25.0890	\$45,662	\$26.34	\$48,924	\$28.23
<u>W-08</u>						
Account Clerk II	A	\$22.5744	\$41,085	\$23.70	\$44,020	\$25.40
	B	\$23.5349	\$42,833	\$24.71	\$45,893	\$26.48
	C	\$24.5348	\$44,653	\$25.76	\$47,843	\$27.60
	D	\$25.5770	\$46,550	\$26.86	\$49,875	\$28.77
	E	\$26.6655	\$48,531	\$28.00	\$51,998	\$30.00
<u>W-09</u>						
Cook	A	\$24.0210	\$43,718	\$25.22	\$46,841	\$27.02
	B	\$25.0431	\$45,579	\$26.30	\$48,834	\$28.17
	C	\$26.1077	\$47,516	\$27.41	\$50,910	\$29.37
	D	\$27.2173	\$49,535	\$28.58	\$53,074	\$30.62
	E	\$28.3727	\$51,638	\$29.79	\$55,327	\$31.92
<u>W-10</u>						
Executive Secretary	A	\$25.5930	\$46,579	\$26.87	\$49,906	\$28.79
Head Custodian I	B	\$26.6805	\$48,559	\$28.01	\$52,027	\$30.02
L.P.N.	C	\$27.8148	\$50,623	\$29.21	\$54,239	\$31.29
	D	\$28.9978	\$52,776	\$30.45	\$56,546	\$32.62
	E	\$30.2294	\$55,018	\$31.74	\$58,947	\$34.01

1199 Salary Schedule
2011/2012
3% Wage Increase

2011/2012

35 Hour Week

37.5 Hour Week

			<u>Weekly Pension</u>		<u>Weekly Pension</u>	
			<u>Annual Rate</u>	<u>Contribution</u>	<u>Annual Rate</u>	<u>Contribution</u>
				3%		3%
<u>W-02</u>						
Dishwasher	A	\$16.4338	\$29,910	\$17.26	\$32,046	\$18.49
Housekeeping Aide	B	\$17.1331	\$31,182	\$17.99	\$33,410	\$19.27
Laundry Aide	C	\$17.8598	\$32,505	\$18.75	\$34,827	\$20.09
	D	\$18.6201	\$33,889	\$19.55	\$36,309	\$20.95
	E	\$19.4116	\$35,329	\$20.38	\$37,853	\$21.84
<u>W-03</u>						
Nursing Assistant	A	\$17.3598	\$31,595	\$18.23	\$33,852	\$19.53
	B	\$18.0966	\$32,936	\$19.00	\$35,288	\$20.36
	C	\$18.8660	\$34,336	\$19.81	\$36,789	\$21.22
	D	\$19.6675	\$35,795	\$20.65	\$38,352	\$22.13
	E	\$20.5034	\$37,316	\$21.53	\$39,982	\$23.07
<u>W-04</u>						
Dietary Aide	A	\$18.3597	\$33,415	\$19.28	\$35,801	\$20.65
Recreation Program Facilitator	B	\$19.1393	\$34,834	\$20.10	\$37,322	\$21.53
	C	\$19.9525	\$36,313	\$20.95	\$38,907	\$22.45
	D	\$20.8012	\$37,858	\$21.84	\$40,562	\$23.40
	E	\$21.6847	\$39,466	\$22.77	\$42,285	\$24.40
<u>W-06</u>						
Nursing Assistant II	A	\$20.6112	\$37,512	\$21.64	\$40,192	\$23.19
Custodian	B	\$21.4871	\$39,106	\$22.56	\$41,900	\$24.17
	C	\$22.3994	\$40,767	\$23.52	\$43,679	\$25.20
	D	\$23.3519	\$42,500	\$24.52	\$45,536	\$26.27
	E	\$24.3446	\$44,307	\$25.56	\$47,472	\$27.39
<u>W-07</u>						
Office Support Specialist	A	\$21.8785	\$39,819	\$22.97	\$42,663	\$24.61
	B	\$22.8083	\$41,511	\$23.95	\$44,476	\$25.66
	C	\$23.7774	\$43,275	\$24.97	\$46,366	\$26.75
	D	\$24.7881	\$45,114	\$26.03	\$48,337	\$27.89
	E	\$25.8417	\$47,032	\$27.13	\$50,391	\$29.07
<u>W-08</u>						
Account Clerk II	A	\$23.2517	\$42,318	\$24.41	\$45,341	\$26.16
	B	\$24.2409	\$44,118	\$25.45	\$47,270	\$27.27
	C	\$25.2708	\$45,993	\$26.53	\$49,278	\$28.43
	D	\$26.3443	\$47,947	\$27.66	\$51,371	\$29.64
	E	\$27.4654	\$49,987	\$28.84	\$53,558	\$30.90
<u>W-09</u>						
Cook	A	\$24.7416	\$45,030	\$25.98	\$48,246	\$27.83
	B	\$25.7944	\$46,946	\$27.08	\$50,299	\$29.02
	C	\$26.8909	\$48,942	\$28.24	\$52,437	\$30.25
	D	\$28.0338	\$51,021	\$29.44	\$54,666	\$31.54
	E	\$29.2239	\$53,188	\$30.69	\$56,987	\$32.88
<u>W-10</u>						
Executive Secretary	A	\$26.3608	\$47,977	\$27.68	\$51,404	\$29.66
Head Custodian I	B	\$27.4810	\$50,015	\$28.86	\$53,588	\$30.92
L.P.N.	C	\$28.6492	\$52,142	\$30.08	\$55,866	\$32.23
	D	\$29.8677	\$54,359	\$31.36	\$58,242	\$33.60
	E	\$31.1363	\$56,668	\$32.69	\$60,716	\$35.03